

Job Announcement

Regional Career Pathways Director(s) 4 positions

Job Title & Location:	Regional Career Pathways Directors (4) to serve in one of four pilot regions in Wisconsin.
Type of Employment:	Full time (based on grant requirements) for the duration of the 3-year grant
Salary:	\$60,000-\$65,000 + benefits (Negotiable based on experience and/or benefits)
Contact:	Jerry Walters, CESA 11
Deadline to Apply:	February 20, 2017

Position Summary

Wisconsin is one of ten states awarded a three-year grant to design a regional strategy for strengthening and expanding high-quality career pathways for K-12 students in each of the four pilot regions. The strategy was built upon a framework called the [Regional Career Pathways Project](#). It is designed to provide all K-12 students access to relevant and rigorous learning experiences that will ensure they graduate as informed consumers of post-secondary education/training and are adequately prepared to complete a postsecondary credential with value in the labor market. This position will support key stakeholders and build the capacity needed to advance shared objectives.

Regions have been defined based on high schools within four Technical College districts. The Regional Career Pathways Director will provide coordination and leadership to leverage the current strengths of the region and identify infrastructure gaps that need to be addressed to effectively and efficiently support access to high quality career pathways across key industries for that region for high school students. The position will be supported by a CEO Champion and a regional leadership team that will include representatives from higher education, K-12 and workforce development, business organizations, and the community as a whole. A state advisory board comprised of relevant stakeholders will support the regional directors and provide tools to assist in implementation.

Wisconsin's vision for Career Pathways is adopted from the **Workforce Innovation and Opportunity Act** which encompasses a **COORDINATED** and **COMPREHENSIVE** combination of rigorous and high quality education, training, and other services **ACROSS** all ages (cradle to grave) that—

- aligns with the skill needs of industries in the economy of the State or regional economy involved;
- prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including registered apprenticeships;
- includes counseling to support an individual in achieving the individual's education and career goals;
- includes, as appropriate, education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;
- organizes education, training, and other services to meet the particular needs of an individual in a manner that accelerates the educational and career advancement of the individual to the extent practicable;
- enables an individual to attain a secondary school diploma or its recognized equivalent, and at least 1 recognized postsecondary credential; and
- helps an individual enter or advance within a specific occupation or occupational cluster.

Within the established geographic region and beyond, the Regional Career Pathway Director provides leadership, coordination and assistance for career pathway activities. The creation and implementation of a career pathway requires the leadership of vested employers supported by a group of committed educators, training and placement services providers, economic developers, and workforce professionals.

ESSENTIAL DUTIES:

1. Identify, assess, and maintain relationships with regional stakeholders and career readiness/pathways services in place in the applicable region.
2. Convene or attend and participate in meetings of key regional stakeholders in education and training, workforce and economic development to develop and strengthen information and resources related to the creation of the Wisconsin Regional Career Pathways Project.
3. Facilitate collaboration among a variety of partners, including technical colleges, public and private universities, workforce development boards, economic development regions, and businesses, to develop, promote and sustain high quality career pathways within the region.
4. Develop innovative, career-focused marketing and recruitment strategies for promoting regional career pathways opportunities to students, employers, workforce professionals, and key stakeholders.
5. Locate, analyze, and use data to make informed decisions to include identifying high-growth regional sectors.
6. Facilitate industry-led partnerships to include meeting logistics, agenda creation, and the implementation of engagement strategies.
7. Assess levels of interest and participation of all regional stakeholders in the creation and use of pathways.
8. Develop regional metrics that allow the regional leadership team to measure progress in relation to goals throughout the 3 year grant period
9. Develop a shared understanding of the resources that exist to support students in the region who wish to engage in a career pathway that supports high-growth industries.
10. Monitor and report on the use of grant funds to include career pathway development progress.
11. Serve on all regional teams, attend appropriate local, regional, and state meetings, and participate in committee work, as necessary.

KNOWLEDGE, SKILLS AND ABILITIES / COMPETENCIES:

1. Strong interpersonal skills. Demonstrate skill in managing relationships across a variety of groups.
2. Knowledge of career pathways, contemporary career and technical education (CTE) programs, work-based learning, and academic and career planning efforts to ensure that students can graduate college and career ready.
3. Strong verbal and written communication skills including the ability to convene local partners and focus groups, facilitate collaboration, and negotiate among stakeholders.
4. Knowledge of processes involved in developing career pathways
5. Skills in developing partnerships with an established network of employers, industry associations, labor and/or community based organizations
6. Skills in planning and facilitating meetings
7. Principles and techniques needed to develop and disseminate information utilizing print and digital forms of communication
8. Strong organizational skills to manage deadlines and prioritize work plans.

To Apply:

- Submit a cover letter and resume electronically (pdf preferred) to Jerry Walters:
jerry.walters@cesa11.k12.wi.us
- On your cover letter, please specify which region you are applying for ([Career Pathways Regions](#))
- On a separate sheet, please answer and submit the following questions:
 1. Describe your knowledge, skills, and experiences regarding career pathways, career and technical education, work-based learning, and academic and career planning.
 2. Describe your experiences developing and fostering partnerships that lead to high quality career pathways.